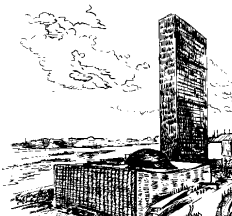


Part 7



Administration and Budget

Current Financial Situation of the United Nations

During 1999, there was some improvement in the financial situation of the United Nations, as compared to the previous year. The total unpaid assessments of UN member states declined from \$2.031 billion in 1998 to \$1.758 billion in 1999. This was attributable partly to the substantial payments made by the United States which accounted for nearly \$709 million, or 31 percent, of the total \$2.3 billion in assessed contributions received by the UN during 1999. In addition, 126 UN member states had paid their regular budget assessments in full, including arrears, by the end of 1999. This was 9 more than in 1998 and 51 more than in 1994. The United States remained the largest debtor to the United Nations in 1999. Of the total \$1.758 billion owed by all UN member states, the United States accounted for \$1.170 billion, or nearly 67 percent. Most of the U.S. balance, \$995 million, related to UN peacekeeping operations.

The cash position of the United Nations also improved in 1999. The aggregate level of cash at the end of 1999 was \$1.093 billion, which represented the highest level for the United Nations in five years. The positive cash balance in the regular budget, \$111 million, enabled the United Nations to forgo any cross-borrowing from peacekeeping funds. This was the first time since 1995 that the United Nations did not have to resort to cross-borrowing in order to cover deficits in regular budget cash. In addition, the United Nations was able to reduce by \$72 million the amount owed to member states for contingent-owned equipment and for troops. The United Nations began 1999 owing \$872 million to the member states. The amount was reduced to \$800 million by year-end.

In 1999, the United States narrowly avoided losing its voting rights in the UN General Assembly, as prescribed by Article 19 of the UN Charter. Vote loss in the General Assembly is automatic if the arrears of a member state equal or exceed the member's assessments for the two preceding calendar years. Two factors, primarily, helped the United States avoid the loss of vote. First, the United States was able to pay virtually all of its 1999 regular budget assessment (approximately \$304 million) before the end of the year. In past years the payments have been delayed as a result of

certification requirements contained in the appropriation legislation for the U.S. Department of State regarding the level of the UN budget. Second, with enactment of the so-called “Helms–Biden” legislation, as contained in the U.S. State Department Authorization Act for fiscal years 2000–2001, the United States was able to pay approximately \$100 million toward arrears for the UN regular budget and for peacekeeping. Further payment of arrears is contingent upon achievement of specific benchmarks, as prescribed in the legislation. Key benchmarks include approval by the General Assembly of a reduction from 25 to 22 percent in the ceiling rate for the UN regular budget, and the establishment of a 25 percent ceiling rate for assessed peacekeeping costs.

UN Budget

The General Assembly considered two UN budgets during its regular session in autumn 1999. It approved the final budget level for the biennium 1998–1999 and the initial budget level for the biennium 2000–2001. Both budgets were approved without a vote, although the United States indicated its reservation on the budget level for 2000–2001.

On December 23, the General Assembly approved Resolution 54/247 regarding the final appropriation level for the 1998–1999 UN budget. The approved level of \$2,488,302,000 represents a reduction of \$41,601,500 from the previous level of \$2,529,903,500. It also is well within the U.S. target of \$2,533,000,000, reflecting the level of the initial 1998–1999 UN budget approved in 1997. As noted in the budget performance report of the Secretary General, the reduction in the final 1998–1999 UN budget is attributable primarily to favorable rates of inflation and exchange, lower costs for staff, and lower costs for other objects of expenditure such as contractual services, supplies/materials, and requirements for temporary assistance. The overall reduction in the final 1998–1999 UN budget, \$41,601,500, was used to reduce member assessments in calendar year 2000, the first year of the UN budget for the biennium 2000–2001.

Also on December 23, the General Assembly approved Resolutions 54/249 through 54/253, all relating to the initial UN budget for the biennium 2000–2001. The overall level of the budget is \$2,535,689,200. It is significantly below the level requested by the Secretary General (\$2,655,362,400), but marginally higher than the target level sought by the United States (\$2,533,000,000).

The major challenge for the United States was to narrow the approximately \$122 million differential between the Secretary General’s request and the U.S. target level. Significant savings were achieved from the application of updated rates of inflation and exchange in the budget estimates. These factors alone enabled the Secretary General’s request level to be reduced by nearly \$88 million. Savings also were achieved from reductions in consultancy services, staff travel, temporary assistance, general operating expenses, and information technology. Further reductions were

achieved by an upward revision, from 5 to 6.5 percent, in the budgeted vacancy rate for professional staff. The higher rate is more reflective of the actual vacancy situation in the United Nations and helps reduce budgeted costs for Secretariat staff. Although these savings were offset by new budget initiatives proposed by some delegations, the approved budget level of \$2,535,689,200 is substantially below the request level of the Secretary General. The U.S. delegation disassociated from, but did not block, consensus adoption of the budget because the approved level was not in full conformity with the U.S. target of \$2,533,000,000.

The General Assembly also approved an increase in the commitment authority granted to the Secretary General and to the President of the International Court of Justice regarding certain unforeseen and extraordinary expenses. For the biennium 2000–2001, commitment authority for activities that the Secretary General certifies as relating to the maintenance of peace and security would increase from \$5 million to \$8 million. The commitment authority for activities certified by the President of the International Court of Justice would increase from \$530,000 to \$765,000. The increase relates to additional costs for removal and other expenses incurred by retiring judges and the installation costs for new judges acceding to the Court.

Scale of Assessments

On December 23, the UN General Assembly approved without a vote Resolution 54/237 regarding the scale of assessments for the apportionment of the expenses of the United Nations. Under the same agenda item, but in separate administrative decisions, the General Assembly also decided to exempt Georgia from loss of voting rights under Article 19 of the UN Charter, and decided to defer consideration of the next UN scale of assessments until the following spring.

Resolution 54/237 establishes the assessment rates of three new member states who acceded to the United Nations during 1999: the Republic of Kiribati, the Republic of Nauru, and the Kingdom of Tonga. All three members are assessed at the floor rate of 0.001 percent. The resolution also requests that the Committee on Contributions consider measures to encourage the full, timely, and unconditional payment of assessed contributions by member states, and to make recommendations in that regard. In addition, the resolution instructs the Committee on Contributions to discontinue its consideration of the UN practice of reimbursement to troop-contributing countries and questions relating to the UN concept of issuing redeemable peacekeeping certificates in order to improve its financial situation. Both issues were cited in paragraphs 69, 70, 73, and 74 of the Committee's report (UN document A/54/11), as presented to the 54th session of the General Assembly. The final part of the resolution assigns a deadline for UN member states to submit requests for exemption under Article 19 to the Committee on Contributions. All future requests for exemption

must be submitted to the President of the General Assembly at least two weeks before the start of the meeting of the Committee on Contributions (in June), so as to ensure a complete review of the requests. The resolution language was prompted by events in 1999 when the Committee was unable to consider the request of the Republic of Georgia due to the lateness of the submission.

Under a separate administrative decision, the General Assembly granted the Republic of Georgia a temporary exemption from loss of vote under Article 19 of the UN Charter. The exemption was granted through June 30, 2000, after determination that the circumstances surrounding Georgia's loss of vote were due to reasons beyond its control. The action of the General Assembly was unusual insofar as there was no earlier review of Georgia's request by the Committee on Contributions.

The General Assembly also decided to defer until the following spring approval of the methodology that would instruct the Committee on Contributions to recommend to the General Assembly at its 55th session a scale of assessments for the period 2001–2003. As a result of the deferral, the issue would be addressed by the General Assembly, through the Fifth (Administrative and Budgetary) Committee, at its first resumed session in March 2000. The debate on the next UN scale is expected to be among the most difficult in the General Assembly in the year 2000. The United States will be advocating a reduction from 25 to 22 percent in the ceiling rate for the UN regular budget, and the establishment of a 25 percent ceiling rate in assessments for UN peacekeeping operations.

Financing Peacekeeping Operations

The year 1999 reflected a reversal in the decline in the scale of UN peacekeeping operations. Assessments for new operations in East Timor and Kosovo lagged behind the start of new operations as the United Nations prepared budgets for these new large missions. In addition, peacekeeping operations were terminated in Angola, Macedonia, and Eastern Slavonia. The United States continued to press for reform of UN peacekeeping administration and financing in several related resolutions, and for a reduction of the U.S. peacekeeping assessment rate to 25 percent.

The majority of the resolutions provided funding for operations approved in previous years. These were for the UN Disengagement Observer Force on the Golan Heights (Resolution 53/226); UN Interim Force in Lebanon (Resolution 53/227); UN Observer Mission in Georgia (Resolution 53/232); UN Mission of Observers in Tajikistan (Resolution 53/19B); UN Iraq/Kuwait Observer Mission (UNIKOM) (Resolution 53/229); UN Peacekeeping Force in Cyprus (UNFICYP) (Resolution 53/231); the UN Preventive Deployment Force (Resolution 53/20B); the UN Mission in Bosnia and Herzegovina (Resolution (53/233), which also funds the UN Mission of Observers in Prevlaka and the International

Police Task Force; UN Support Mission in Haiti (Resolutions 53/222 and 53/222B); UN Observer Mission in Sierra Leone (Resolution 53/29); and the UN Mission in the Central African Republic (Resolution 53/238). The only new operation approved for funding was the UN Interim Administration Mission in Kosovo (Resolution 53/241). Funding for the war crimes tribunals was approved as follows: for Rwanda, Resolution 54/240 and for Yugoslavia, Resolution 54/239. In the cases of the Iraq/Kuwait and Cyprus operations, the relevant resolutions continued the provisions established in 1993 for significant voluntary funding by the local interested parties (i.e., Kuwait for UNIKOM and Greece and Cyprus for UNFICYP).

Committee for Program and Coordination (CPC)

The CPC held its 39th session from June 7 to July 2. CPC, with 34 members elected to regional seats, is the main subsidiary organ of the Economic and Social Council (ECOSOC) and the General Assembly for planning, programming, and coordination. Its terms of reference are the following: to review and recommend priorities among UN programs as defined in the Medium-Term Plan; give guidance on translating legislation into programs; develop evaluation procedures; assess the results of current activities and the continuing validity of legislation; and make recommendations on the Secretary General's program budget outline. It also considers programs and activities of the UN system on a sector-by-sector basis to enable ECOSOC to ensure their compatibility and complementarity.

Recommendations concerning the 2000–2001 budget. The Committee recommended approval of the program descriptions for all but the following sections. Section 4, Disarmament: the CPC recommended that it be reviewed by the General Assembly, after several member states argued that it did not reflect the mandate of the Medium-Term Plan. Section 11A, UNCTAD (UN Conference on Trade and Development): the CPC recommended that the General Assembly consider this section in the light of whatever decision the Trade and Development Board made in the fall. Sections 11 and 12: the CPC recommended that the General Assembly ask the Secretary General to reformulate these sections in conformity with the standard budget format and with the "Program Planning, Program Aspects of the Budget, Monitoring of Implementation, and Methods of Evaluation" (PPBME). Section 14, Crime Prevention/Criminal Justice: the CPC recommended the deletion of activities related to the drafting of an additional protocol to the Convention Against Transnational Organized Crime and an international convention against bribery since no legislative mandate existed for these activities. Section 27C, Human Resources Management: the CPC recommended that the General Assembly ask the Secretary General to reformulate the section in accordance with Resolution 53/221, reflecting the contention of the G-77 (Group of 77 developing countries) that the section needed improvement.

During debate, the United States and the United Kingdom commented that the program narratives were weak in terms of specifying “expected accomplishments.” The Secretariat noted that this was the first year such management objectives would appear in the program descriptions and that they would be refined in the next budget.

Evaluation. The CPC endorsed most of the recommendations in the evaluation reports of the Office of Internal Oversight Services on the following programs: disarmament, electoral assistance, peacekeeping, and the Department of Public Information. With regard to the Joint Inspection Unit’s report on “More Coherence for Enhanced Oversight,” the CPC endorsed three of the six recommendations: highlighting good practices, fostering a stronger professional oversight community, and more dialogue among oversight partners. There was strong opposition to the Secretary General’s report on “Ways in which full implementation and the quality of mandated programs and activities could be ensured and could be better assessed by and reported to member states.”

Coordination. The CPC supported the report of the Administrative Committee on Coordination (ACC) and the Secretary General’s report on the implementation of the UN System-wide Special Initiative for the Implementation of the UN New Agenda for Development of Africa in the 1990s. The Committee recommended that the ACC improve information on levels of aid flows and follow-up actions on past ACC decisions. It also recommended that the Special Initiative pursue greater coverage of countries and elaborate programs on diversification and regional cooperation.

Changes in the “Regulations and Rules for Program Planning, Program Aspects of the Budget, Monitoring of Implementation, and Methods of Evaluation (PPBME).” With strong U.S. and U.K. support, the CPC recommended two changes in the PPBME rules that advance the concept of results-based budgeting: assessments of progress toward the expected accomplishments contained in the budget and explanations for the lack of progress. On December 23, the 54th General Assembly adopted these changes by Resolution A/54/236.

Audit Reports

Inasmuch as the Board of Auditors issues most of its reports in even years, the General Assembly had just a few audit reports to consider in 1999. The two most significant ones dealt with peacekeeping operations and voluntary funds administered by the UN High Commissioner for Refugees (UNHCR). During the year, the General Assembly also appointed, in an uncontested election, the Auditor-General of South Africa for a three-year term on the Board beginning July 1, 2000. South Africa took the seat held by the Auditor-General of Ghana for 24 years, joining the United Kingdom and the Philippines on the three-member Board.

In its May consideration of the audit report on peacekeeping operations for the year ended June 30, 1998 (see document A/53/5 and the related report of the Advisory Committee on Administrative and Budgetary Questions (ACABQ)—A/53/940), delegates indicated approval of most audit recommendations. Disagreement arose over the appropriate forum for discussing the findings concerning reimbursements for contingent owned equipment (COE). After deferring the item to the fall, the General Assembly adopted Resolution 54/13A without a vote, thus endorsing recommendations made by the Board of Auditors to improve peacekeeping operations. These included, *inter alia*, that the Administration should ensure that all expenditures related to a financial period are properly taken into account; the Department of Peacekeeping Operations should determine the generic fair market value of large equipment using the established policies and procedures on COE and submit to the General Assembly proposals for revised estimates; and the Administration should conclude memoranda of understanding with 27 troop-contributing countries that have not already signed agreements for the treatment of COE reimbursements. The resolution also included the Assembly's decision to consider the Board of Auditors' recommendations on COE under the agenda item related to financing of UN peacekeeping operations.

The audit report on voluntary funds administered by UNHCR (A/54/5/Add.5 and the related report of the ACABQ—A/54/441) was considered during the fall. While the auditors reported that UNHCR's financial statements conformed to UN accounting standards, they also pointed out several deficiencies in record-keeping and project management that needed to be corrected. The U.S. delegate, joining other member states, emphasized the value of strong oversight and called on UNHCR to implement the auditors' recommendations. The United States also emphasized the importance of developing a strategy to ensure compliance with audit certification requirements by its implementing partners and stressed that staff members needed to be held accountable for their actions, including their failure to comply with UN rules and regulations.

Two other audit reports were also considered during the fall session, one dealing with the year 2000 compliance issue (see document A/C.5/54/3) and another on the use of consultants in the Secretariat (see document A/54/165). On December 23, the General Assembly approved, without a vote, Resolution 54/13B. The resolution endorsed the audit recommendations in the report on UNHCR and took note of the audit report on consultants. It also requested that the Board of Auditors monitor the Secretariat's implementation of guidelines for using consultants.

Joint Inspection Unit (JIU)

The JIU, an external oversight body accountable to member states, conducts inspections related to efficient and effective operations in the UN system. The Unit focuses on improving the management of UN and

agency programs and encouraging greater coordination at all levels. Eleven inspectors serve in their personal capacity as experts on the UN system. John D. Fox (United States) continued in his five-year term of office that began January 1, 1996. In elections held in the fall for the second year following, Mr. Fox narrowly lost a bid for reelection to a second term of office.

The JIU issued 7 reports dated in 1999: (1) Review of the Administrative Committee on Coordination and its Machinery; (2) An Evaluation of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW); (3) Results-based Budgeting: The Experience of United Nations System Organizations; (4) Review of Management and Administration in the International Labor Office; (5) Use of Contractual Services to Support Established Staff Resources in the International Civil Aviation Organization (ICAO); (6) Private Sector Involvement and Cooperation with the United Nations System; and (7) Policies and Practices in the Use of the Services of Private Management Consulting Firms in the Organizations of the United Nations System.

On October 29, the General Assembly adopted Resolution 54/16 on the JIU without a vote. This was significant because it marked the end to a political impasse imposed by the European Union, which had refused for three years to agree on a JIU resolution until the Fifth Committee approved a resolution covering the Office of Internal Oversight Services.

The resolution was significant in that it reaffirms the statute of the Unit, which has come under fire in recent years for being an ineffective oversight body. In addition, the resolution endorses the system proposed by JIU for follow-up on its reports. The system is designed to have UN agencies and their governing bodies pay more attention to its recommendations. The methodology requires more decisive action and reporting on the part of agencies on JIU recommendations.

During Fifth Committee deliberations on the budget of the JIU, the United States questioned why the JIU's productivity had dramatically declined in the past one and a half years, and in that connection indicated surprise about the requested 4.5 percent increase in travel funds. These and other issues raised by the United States on the JIU's efficiency and effectiveness were referred to the JIU during Fifth Committee informals. The very broad response received from the JIU was that its productivity should be measured by things other than the number of reports issued, such as their complexity.

Office of Internal Oversight Services (OIOS)

The United States views the establishment of the OIOS in 1994 as the most significant management reform adopted by the General Assembly in recent years. The Fifth Committee broke a yearlong stalemate in December 1999 when it approved a resolution on OIOS. The General Assembly, in its Resolution 54/244, adopted on December 23, reaffirmed the mandate

of OIOS and clarified its authority and procedures. In this resolution, the Assembly also deferred to its fifty-fifth session consideration of ways to strengthen internal oversight in the UN funds and programs and decided that OIOS should make arrangements with the UN funds and programs to recover costs for its services.

OIOS is the Inspector General office of the United Nations. It provides independent internal oversight to assist the Secretary General in fulfilling his oversight responsibilities regarding resources and staff. Over the past five years, through its wide-ranging activities and hard-hitting reports on fraud, abuse, and systemic problems, OIOS has proved its independence and competence. The fifth annual report, covering the period July 1, 1998, through June 30, 1999, summarized the significant findings and recommendations of 97 audits, inspections, evaluations, and investigations of UN programs and operations. Priority attention was given to preparedness for the year 2000 computer problem and human resources management, in addition to the previously established priority areas of peacekeeping, humanitarian and related activities, procurement, and new UN bodies.

During the reporting period, 88 percent of OIOS' recommendations concerned improved efficiency or effectiveness, management controls, or structure. As a tangible measure of its effectiveness, OIOS reported \$23.5 million in actual savings based on its recommendations. The high rate of managers' compliance with OIOS' recommendations continued: 85 percent for recommendations related to investigations and 73 percent for all recommendations. In fact, OIOS has reported that managers have been actively seeking its assistance.

The term of the first head of OIOS, Karl Paschke, ended on November 14, with the Secretariat still engaged in interviewing candidates for the position. As an interim measure, the Secretary General appointed Hans Corell, UN legal adviser and a former judge, as acting head.

International Civil Service Commission (ICSC)

The ICSC, a 15-member body of recognized experts, is responsible for making recommendations on salaries, allowances, benefits, and other conditions of service for employees of the United Nations and its specialized agencies. Lucretia Myers, Retired Senior Advisor, Retirement and Insurance Service, at the Office of Personnel Management, continued to be the U.S. member. The Commission met in Geneva and New York for its 49th and 50th sessions, respectively. The Fifth Committee considered the ICSC's annual report in November and December.

At the two ICSC sessions, the Commissioners discussed, debated, made decisions, and developed recommendations on a wide variety of topics. Based on these recommendations, the General Assembly took the following key actions:

- Approved, for professional staff, a 3.42 percent increase in the base/floor salary scale by consolidating post adjustment into the base on a “no gain—no loss” basis (i.e., with a commensurate reduction in post adjustment), effective March 1, 2000.
- Decided to apply a simplified procedure for determining the staff assessment for single rates, effective March 1, 2000.
- Reaffirmed the Commission’s central role in the regulation and coordination of conditions of service of the UN common system.
- Reaffirmed the statute of the International Civil Service Commission.
- Reaffirmed both the continued use of the Noblemaire principle (use of the highest-paid civil service) for establishing salary levels for professional staff and the need for conditions of service of the common system to be competitive.
- Reiterated its previous request to the ICSC to review comprehensively the post adjustment system and in its report provide statistics and its views on legal and administrative aspects of possible options for handling the post adjustment for Geneva.
- Endorsed the Commission’s decision that the children’s allowance should continue to be treated as a social benefit.
- Requested that the Commission complete its review of the methodology for, as well as other key aspects of, the education grant and in that connection to report specifically on harmonizing education grant practices with those of the United Nations.
- Deferred to the 55th session consideration of a review of the Commission subject to the submission by the Secretary General of information on various key elements of the anticipated review.

The General Assembly adopted Resolution 54/238 on the Report of the International Civil Service Commission, without a vote, on December 23.

Human Resources Management

At the resumed session of the 53rd UN General Assembly in March and April, the Fifth Committee considered a very broad range of issues. The 53rd General Assembly adopted an omnibus resolution that included the following key actions:

- Requested that the Secretary General conduct a study to determine why, especially in the professional category, the number of resignations of staff in the Secretariat has grown, and to report its findings to the 55th session.
- Reaffirmed that staff members are subject to assignment by the Secretary General to any of the activities and offices of the United Nations.

- Requested that the Secretary General implement a policy of increased mobility across functions, departments, and duty stations; and that he report to the 55th session on progress made, including problems in increasing staff mobility and possible measures for their solution.
- Requested that the Secretary General, before delegating human resources management authority to program managers, establish a system of accountability that includes monitoring and control procedures, and report on this and other aspects of accountability and responsibility to the 55th session.
- Reiterated that all staff members of the United Nations shall be held responsible and accountable for their actions, in accordance with staff rule 112.3 and financial rule 114.1.
- Reiterated its request in Resolution 51/226 that the Secretary General improve managerial accountability for human resources management decisions, including the use of sanctions.
- Requested that the Secretary General review the internal system of justice to make sure it is timely, fair, and effective.
- Requested that the Secretary General, on a priority basis, determine whether racial discrimination affects recruitment, promotion, and placement, and report his findings to the 55th session.
- Decided that for posts at the P-4 level, the Secretary General may consider external candidates, provided that appropriate consideration is also given to current staff in filling those posts.
- Requested that the Secretary General simplify, make more transparent, and expedite recruitment and placement procedures.
- Requested that the Secretary General act in a timely manner to place candidates selected through national competitive examinations.
- Requested that the International Civil Service Commission conduct a study on the use of fixed-term contracts in the United Nations, taking into account the organization's needs and current trends in personnel management.
- Requested that the Secretary General ensure that the performance appraisal system is consistently applied to all staff in the Secretariat and that he submit new proposals to deal systematically and effectively with underperformance.
- Requested that the Secretary General employ retirees only if existing staff cannot fulfill the UN's operational needs.
- Reiterated that consultants should be used where in-house expertise is not available, not for carrying out functions assigned to established posts; and requested that the guidelines for employing consultants, as

amended by the General Assembly, be disseminated throughout the Secretariat on a priority basis.

- Requested that the Secretary General take all steps needed to ensure that member states, especially ones that are unrepresented, underrepresented, and developing, are equitably represented at the senior and policy-making levels, and to include relevant information in future composition of the Secretariat reports.
- Decided that the Fifth Committee should consider all reports on administrative and budgetary aspects of the status of women in the Secretariat and that the goal of a 50/50 gender distribution by 2000 should be pursued.

The General Assembly adopted Resolution 53/221 on human resources management without a vote.

Due to time limitations, the 54th UN General Assembly deferred to a resumed session consideration of its agenda of issues, including whether to reconsider a decision of the 53rd session to apply geographic distribution criteria to promotions from the General Services to Professional categories that stem from competitive exams.

Employment of Americans

The Department of State assists qualified U.S. citizens in competing for professional positions in the United Nations and other international organizations. The Department's UN Employment Information and Assistance Unit, along with numerous Executive Branch agencies, supports these organizations by disseminating international vacancy information to Americans worldwide. In a typical year, the Department provides direct assistance to hundreds of Americans and general information about employment opportunities in international organizations to thousands of others. U.S. Missions to the UN and other international organizations in New York, Geneva, Montreal, Nairobi, Rome, and Vienna, as well as some embassies, also provide direct support for this function through regular contacts with agency officials.

The following chart shows the total number of Americans in professional and senior positions in all UN agencies* as of December 31, 1999.

Professional and Senior Staff

	Total	U.S.	U.S. Percent
UN Secretariat	4,332	552	12.7
UN Subsidiary Bodies	7,555	621	8.2
UN Specialized Agencies and the International Atomic Energy Agency	7,210	664	9.2

*Excluding peacekeeping missions.

The UN Secretariat and some of the specialized agencies have established a system of “desirable ranges” or quotas to estimate member states’ desired geographic representation. The following chart lists those UN agencies that have such ranges—United Nations Secretariat (UN), the Food and Agriculture Organization (FAO), the International Civil Aviation Organization (ICAO), the International Labor Organization (ILO), and the World Health Organization (WHO)—and the number and status of Americans on board as of December 1999. (These figures represent only the professional posts that were funded from the agencies’ assessed budgets and “subject to geographic distribution.”)

UN Agency	Filled	U.S. Desirable Range or Quota	Americans on Board		Current Status
		Range	Number	Percent	
UN	2,453	313-424	339	13.8	In range
FAO	973	182-243	130	13.4	Underrepresented
ICAO	211	27	16	7.6	Underrepresented
ILO	629	95-127	80	12.7	Underrepresented
WHO	1,081	174-237	145	13.4	Underrepresented

The United States recognizes that during 1999, as in other recent years, its failure and that of other member states to meet their financial obligations to the United Nations Secretariat, its subsidiary agencies, and the

specialized agencies has affected the staffing decisions of these organizations.

In 1999, Americans held the top position in several UN agencies: UN Children's Fund (Carol Bellamy, Executive Director); Universal Postal Union (Thomas Leavey, Director General); World Food Program (Catherine Bertini, Executive Director); and Intergovernmental Organization for Migration (Brunson McKinley, Director General). An American no longer holds the post of Administrator of the UN Development Program.

Americans also held the second most senior post in a number of UN agencies: FAO (David Harcharik, Deputy Director General); UN High Commissioner for Refugees (UNHCR) (Frederick Barton, Deputy High Commissioner); International Fund for Agricultural Development (John Westley, Vice President); ILO (Katherine Hagen, Deputy Director General); IAEA (David Waller, Deputy Director General); and Pan American Health Organization (Dr. Anthony Brandling-Bennett, Deputy Director General).

Throughout the year, the U.S. Government continued to give special attention to recruiting qualified women for UN positions and encouraged UN agencies to hire and promote more women. For the first time ever, American women represented over 50 percent of all Americans in professional and senior positions in the UN Secretariat, and 44 percent of Americans in all UN agencies.

In addition to helping recruit for permanent, career positions throughout the UN system, the Department of State also provided candidates for UN peacekeeping and other special operations.

The U.S. Government has a long-standing policy of lending professional staff to international organizations either on detail (in which the employee remains on the U.S. payroll, but serves at the international organization), or on direct transfer (in which the employee is paid by the organization but retains reemployment rights with the U.S. agency). These arrangements usually last fewer than five years, but may last as long as eight years if it is considered to be in the national interest. The United States also continues to support a limited number of Junior Professional Officer positions at UNHCR and at FAO.